

University of Maryland at College Park

OUTLOOK

May 1, 1989

Legislative Wrap-Up on Higher Education

by Brian Darmody

Like a procrastinating student suddenly cramming the night before a final exam, the 1989 Maryland General Assembly frantically wrapped up its work last week, breaking the leisurely pace it had established earlier.

As a result, some major initiatives of Governor Schaefer were still lost in the legislative shuffle by the time the senate president and house speaker gavelled the session *sine die* near midnight April 10.

But for the University of Maryland at College Park, the 1989 session demonstrated the state's continuing interest in higher education that began with last year's reorganization legislation.

The reorganization legislation contained several ambitious promises, including a mandate that College Park receive state funding for buildings and operations equivalent to the upper level of its peer institutions.

So how was the General Assembly's post-reorganization budgetary follow-through? Pretty good, if this year's session proves representative.

In the operating budget the General Assembly approved approximately 175 new positions for College Park, and a 17% increase in state-supported funding. Significant projects in the approved capital budget include planning money for the computer and space sciences building now under construction.

Listed below is the status of other legislation affecting the higher education community:

Bills Passing the General Assembly

—A bill authorizing the University of Maryland System to issue revenue bonds for both academic and auxiliary facilities. Under this legislation some of the first major academic capital construction in years will take place at College Park. Scheduled for construction this year are the College of Business and Management Building/School of Public Affairs and the second phase of the A.V. Williams Engineering and Research facility. More importantly, the bill creates a vehicle through which College Park's other critical building needs can be addressed over the next decade.

—Legislation creating a Private Donation Incentive Program for public college and universities. Under the bill private donations will be sup-

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Three Honored for Their Work with Disabled Persons



Joseph Wiedel

A professor and two students are the 1989 recipients of the President's Commission on Disability Issues awards for making significant contributions to improving the quality of life of disabled persons and increasing campus awareness of their unique challenges.

Those selected for the honor are geography professor Joseph Wiedel, a nationally known expert on the design of tactile maps for people with visual impairments, graduate teaching assistant in nutrition Randy LaComb, and undergraduate government and politics major John Straus.

The Commission on Disabilities

Issues is one of three such presidential commissions; the other two are on Minority Issues and Women's Affairs. Disabilities Issues chair William Patterson (Communication Arts and Theatre) sees these annual awards as increasingly significant. "As with the awards presented by the other campus Presidential Commissions, our award celebrates the contributions of people who are role models—those who help make our institution sensitive and responsive to the diversity of our campus population," he says.

Wiedel was cited by the commission not only for his innovative research and design of maps for the blind and visually impaired persons,

but also for his teaching and publications that have enabled others to learn from and apply his innovations around the U.S. and throughout the world.

LaComb, a teaching assistant in NUTR 100, a large lecture class, was recognized for the standard he set in achieving reasonable accommodation for disabled students, by arranging for class notes to be taken, for lectures to be tape-recorded and for exams to be brought to the Disabled Student Services Center for those needing such services. LaComb himself is hearing impaired.

Straus was honored for his dedication and hard work in helping to found the Dyslexic Student Association and bringing speakers to the College Park campus to make faculty and the general public aware of the problems students with this "hidden" learning disability face in a university setting. Straus is dyslexic himself.

Associate Librarian John King, chair of the commission's awards committee, strongly endorses such educational efforts. "What we are hoping to achieve with the awards is not only to honor deserving individuals but to help people become aware of our disabled population and to make this university accessible to everyone," he says.

The two students were recognized at the annual student awards banquet April 18. Wiedel will be honored at a public reception on May 4 from 3-5 p.m. in the Maryland Room of Marie Mount Hall. ■

—Linda Freeman

Fifteen Selected for Summer Faculty Development Program on Women

Starting June 5, fifteen UMCP faculty members will begin exploring ways in which new scholarship on women can be incorporated into their undergraduate courses.

Developed by special assistant to the president Betty Schmitz, the new Course Revision Institute will support the fifteen faculty members at their full-time salary rate through July 28.

Those chosen to participate are Elaine Anderson (Family and Community Development), Jonathan Auerbach (English), Stephen Brush (History/Institute for Physical Science and Technology), Thomas Greer (Marketing), Larissa Grunig (Journalism), Sharon Harley (Afro-American

Studies), Larry Hunt (Sociology), Joyce Kornblatt (English), Leigh Leslie (Family and Community Development), Herbert Levitan (Zoology), Ronald O'Leary (Communication Arts and Theatre), Sheri Parks (Communication Arts and Theatre), John Pease (Sociology), Robert Scarfo (Horticulture) and Alaka Wali (Anthropology).

Participants will read texts in their own areas of specialization that relate to the experience of women, will read and discuss representative theoretical texts from a variety of disciplines including work on race, class and ethnicity in female experience, and will explore related

pedagogical issues.

Nationally known scholars in women's studies and other fields will be brought in to lead seminars on the readings and to consult with individuals.

In the fall, the faculty participants will present the results of their work in a seminar series open to the campus.

Is this a feminist plot to take over the curriculum? "Not at all," says Schmitz. "The program is designed to help faculty learn to expand with seriousness, sensitivity and insight

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College Park Hosts High School Chemistry Competition

Chemistry can be fun for high school students say the organizers of the fifth annual Chemathon, a spirited competition in which teams of high school students from Maryland, Virginia and Washington, D.C. test their chemical knowledge. Hosted by UMCP's Department of Chemistry and Biochemistry, the Chemathon will take place from 8 a.m. to 3 p.m. on May 13 in the Chemistry Bldg. The Chemathon is

organized by a group of Maryland high school chemistry teachers with help from Howard DeVoe, a UMCP associate professor of chemistry. It includes a variety of events to test in a fun way the students' laboratory skills and knowledge of chemical theory. Judges and volunteers are needed to help with the competition. If you are a faculty member or graduate student interested in participating, contact DeVoe at 454-2633.

RESEARCH UPDATES

Biotechnology— Questions the Courts Haven't Answered

Ten years after the birth of the world's first test-tube baby, there are still enormous legal, philosophical, ethical and medical implications affecting biotechnology.

According to Vincent M. Brannigan, associate professor of Textiles and Consumer Economics, many of the problems in the U.S. involving biotechnology are the result of our common law legal system which is, he says, reactive. "We need to begin dealing with these issues before they go to the courts," he says.

Brannigan is a lawyer specializing in technological issues. His paper, "Biotechnology: A First Order Technico-Legal Revolution" was recently published in the Hofstra Law Review.

"In our legal system," Brannigan says, "issues such as in vitro fertilization and abortion are so political, legislators don't want to do their job—they leave these issues to the courts to decide." The result, he says, are uninformed decisions based upon incorrect analogies of seemingly similar, but vastly different prior court cases.

"Judges often make mistakes because they don't fully understand the technologies on which they are ruling," Brannigan says. As an example, he cites the case of *Moore vs. Regents of the University of California*. "The question was, who owned the value of a gentleman's spleen that was capable of producing interferon? He, or the researchers who used information from it to produce interferon? The court drew on prior cases involving ownership of organs. But what made this spleen valuable was not the tissue itself, but the pattern of its DNA. It was this information that was

copied; therefore, the case actually involved informational property or copyright law, rather than physical property."

One of the most recent forms of biotechnology that has not been to the courts involves in vitro fertilization using a surrogate mother, Brannigan says. In this technique of fertilization, healthy eggs from a mother, who for various reasons cannot carry a child, are fertilized with her partner's sperm, then introduced into the uterus of a surrogate mother who carries the child to term. Because this technique usually involves a financial contract between the couple and the surrogate mother, Brannigan says there is potential for complicated court cases and, possibly, inappropriate rulings. "Unlike the Baby M case where the surrogate mother had a genetic link to the child, the combination of surrogacy with in vitro fertilization produces a clear distinction between the genetic mother and the birth mother. But the question in this very difficult situation



Vincent M. Brannigan

still is, who gets the child if the surrogate decides she wants to keep it? And, how much should the surrogate's life be regulated by a contract? What if she decides she wants an abortion?"

Brannigan also asks if new technologies, untested in the courts, are legal until declared unlawful or illegal until declared lawful.

"We are in the initial stage of a process that will involve legal judgments, political choices, and factual determinations," he says.

"This process can be distorted if the legal system unknowingly accepts policy judgments as facts, or fails to predict how resolutions in one area will affect other areas." ■

—Fariss Samarrai

Afro-American Studies Program Receives Grant to Study Problems of Underclass

UMCP is one of four universities that have been selected to receive grants from the Department of Health and Human Services, Office of the Assistant Secretary for Planning and Evaluation, for research on the Problems of the Underclass.

The \$64,000 grant was awarded to the Afro-American Studies Program for its proposal on "Problems of the Underclass: Structural vs. Behavioral Models." The project seeks to develop two alternate models for explaining underclass behavior and produce six papers which will synthesize competing perspectives on understanding economic disadvantage.

The project will focus on welfare dependency and unwed motherhood. "It is significant that the U.S. Department of Health and Human Services should award the Afro-American Studies Program this grant," says Samuel Myers Jr., director of Afro-American Studies and principal investigator for the project. "The solicitation required the development of microeconomic models of the behaviors underlying the choices taken by underclass populations. AASP's proposal disputed the view of the underclass problem advanced in the HHS solicitation."

"The task of the research project—

and a difficult task at that — is to attempt to isolate theoretically those aspects of outcomes, like family instability and crime, that are determined by choices and those that are a result of circumstances," says Myers. "The researchers expect to refine a series of tests to make this policy-laden distinction."

As part of the program, monthly seminars for area researchers involved in underclass research are planned. The first is scheduled for the end of May. Graduate students, faculty and other interested researchers are invited. For more information, contact Anita Klalo at 454-5665. ■

OUTLOOK

Outlook is the weekly faculty-staff newspaper serving the College Park campus community.

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MIPS Grant Winner in Forefront of Insulation Revolution

A new type of environmentally safe, cost-effective insulation may soon make fiberglass and ceramic fiber insulation a thing of the past.

Insulation Innovations, a small, Baltimore-based company, has developed and successfully tested a new insulator that completely eliminates the use of fibrous materials — and the health concerns that accompany their use.

The Maryland Industrial Partnerships (MIPS) program has awarded a matching grant to support the continuation of this research.

With the help of a UMCP research team led by mechanical engineering

faculty members Keith Herold and Reinhard Radermacher, Insulation Innovations has successfully tested a commercially viable, fiber-free prototype for low-temperature systems under laboratory conditions.

A similar insulator for use in high-temperature systems is now in the development state, a result of the MIPS grant.

"The testing conducted by the university, working in conjunction with our firm's research team, has given added credibility to the new insulator," says the company's chief executive officer Gene Vanderbilt.

The new insulator currently is be-

ing tested by a multi-national Fortune 100 firm, which has expressed interest in applying it in its worldwide operations. To date, the company's engineers report they are impressed with the quality of the test data generated by the University of Maryland.

Vanderbilt notes that the new insulator is relatively uncomplicated to manufacture and ship to end-users. Perhaps more important, "energy and labor savings realized from use of the new product potentially could run into millions of dollars for a single manufacturing or processing firm." ■

Campus Senate Will Hold Meetings on Tenure, Enhancement

In addition to the special Senate meeting on May 1 (for discussion of the proposed campus promotion and tenure policy), there will be a regularly scheduled Senate meeting on Monday, May 8, 3:30-6:30 p.m. in room 0126 of Reckord Armory. Special reports include a presentation by President Kirwan on the UMCP Enhancement and Mission Statement; Vice President Irving Goldstein on the yearly report to APAC; Dean Kathryn Mohrman on implementation of the Pease Report; and Betty Schmitz on implementation of the Greer Report. A final vote on the promotion and tenure policy is also probable. Call 454-4549 for information.

Undergraduate Studies: Building Bridges Between Students and Faculty

Earlier this spring *Diamondback* readers were startled to see an ad announcing, "They say there's no free lunch, but...there is the student-faculty lunch."

The ad went on to explain how a small group of undergraduate students can get together and invite a faculty member for lunch and conversation at no charge to anyone involved while funds last.

The lunch plan is part of President Kirwan's initiative for faculty-staff interaction. Supervising this innovative program is Roger McIntire, associate dean of Undergraduate Studies. The lunch program is just one of many efforts from his office designed to bring students and faculty together.

He has also been able to make funds available for buses to take classes on field trips, for departmental



Roger McIntire

luncheons at which students and faculty discuss careers and graduate school and for departmental undergraduate conferences.

More formal efforts by Undergraduate Studies to reach out to students include special course offerings that help new students learn about careers, test-taking, registration and other university survival skills.

Most participants in the faculty lunch program are enthusiastic. "Fabulous," says undergraduate Margot Brown (speech communication). She, Kathy Mueller (American studies) and Colleen DuMais (family and community development) asked Noel Myricks (family and community development) to lunch at the Rossborough Inn. As student interns for Myricks, they have to compete with the stress of phone and other interruptions in the office. "It was great to have 'quality time' together," says Brown.

"Any university-sponsored program that helps to get faculty and students

together is a good idea," says Wesley Lawson (electrical engineering) after students invited him to lunch.

"Students need to know that, while faculty should be respected, they are just people, too."

McIntire's latest effort is a faculty study advisor program to assist students in the crunch period at the end of the semester. Volunteer faculty are being recruited not as tutors, but to pass on to students time-proven strategies and advice about successfully handling academic challenges.

The faculty study advisors will be on duty and easily accessible in Hornbake Library week-day afternoons from April 17 to May 23. Faculty interested in helping should call McIntire at 454-6231. ■

—Linda Freeman

Report from Annapolis

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plemented by state funds. College Park could receive \$1.25 million in state funds if the campus raises \$2.75 million in private donations. The bill should prove an important adjunct to College Park's \$100 million five-year capital campaign.

—A bill granting a property tax exemption to the American Institute of Physics for property located in Prince George's County, Maryland.

—While a bill exempting sponsored research projects from the state procurement law did not pass, the Board of Public Works (composed of the state's governor, comptroller and treasurer) did administratively delegate authority to the University of Maryland System authority to engage in expedited research procurement without the prior approval of the Board. This should eliminate some of the red tape involved in purchasing scientific equipment when using federal or private funds.

Bills Not Passing

—Legislation mandating a uniform pay scale for all police officers at the institutions comprising the University of

Maryland System.

—Bills establishing collective bargaining for state employees.

—A bill that would have made it easier for companies with faculty affiliations to participate in the University's incubator and competitive research grant programs. (It is likely this issue will be studied further over the interim.)

—A bill establishing a state residency requirement for state employees.

Very shortly the General Assembly will begin its interim work, including a comprehensive look at the state's economic development efforts, as work continues on the state's master higher education plan. Meanwhile, this year's record of the governor and the General Assembly augurs a better future for Maryland higher education. The General Assembly stands adjourned until—as established by the Maryland constitution—the second Wednesday in January when the 1990 General Assembly convenes. ■

Brian P. Darmody is Assistant to the President for Governmental Relations. If you need further information, he may be reached at 454-4138.

Summer Program Will Assist in Integrating Scholarship on Women

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their teaching about women in their own courses."

Faculty participants are enthusiastic about their selection for the program. "I'm happy to be included," says John Pease, "and I'm looking forward to being a conventional student again." Pease will be working to expand a social stratification and inequality course required of all sociology majors to include recent contributions by women. "I also want to learn how to be a better professor for women students," he says.

Larry Hunt, who teaches an introductory sociology course, hopes not only to put the new scholarship on women into his curriculum, but also "to begin to reconceptualize our views of society. Most thinking in sociology is driven by androcentric models. We need to rethink what 'work' is, what women contribute. There is a neglect in the literature of nutrient structures," he notes.

Herbert Levitan will be thinking about three classes he teaches: The Brain and Behavior, The Biology of Mental Illness, and Pharmacology. "We tend to see certain illnesses, certain behaviors, certain responses as associated with gender," he says. "The question is, whether these differences are due to nature or to nurture, whether they are physiological or the product of experience and social environment."

In addition to the chance to read up on and think through such matters, Levitan is also looking forward to participating in small group discussions. "Instead of just sitting by myself and mulling over what I am reading, I will be with others who think critically, who are experienced in their own fields, who can bring other perspectives," he says. ■

—Linda Freeman

Forum to Look at Community Service and Undergraduate Education

Should undergraduates be required to perform a prescribed amount of community service before they graduate?

What can the university do to encourage students, faculty and staff to get involved in activities that satisfy unmet needs of their own as well as those of the community?

The issues raised by these and related questions will be the subject of discussion at an open forum on "Community Service and Its Relationship to Undergraduate Education" to be held May 8 in the Stamp Student Union between 1 and 4 p.m.

The forum is sponsored by the Campus Committee on Community Service which was established in February by Kathryn Mohrman, Undergraduate Studies dean. Mohrman believes that colleges and universities could and should place more emphasis on the service activities of their students.

"As I consider ways to enhance undergraduate education for students at College Park, I find there is a strong case in favor of increased student involvement in community service efforts," Mohrman says. "I am convinced that students can

significantly expand their intellectual, civic and social awareness by participating in outreach projects which provide service to others."

The May 8 forum will serve as a means for drawing attention to existing service opportunities at UMCP, as well as shedding light on other opportunities. It will feature brief testimonies from state and federal government representatives, students, faculty and administrators.

"We welcome the opportunity that the forum will provide to recognize the important contributions made to our life here on campus and in many

other communities outside the university by students, staff, administrators and faculty," says Judith Hallett (Classics) who, along with Gary Pavela (Student Affairs vice president), chairs the Committee on Community Service. "As a faculty member, I'm particularly delighted with the chance to remind others on campus that service activities are essential to, in fact the lifeblood of, the academic profession."

For more information about the forum, or to schedule a time in which to make a brief statement on May 8, call 454-6553. ■

—Mercy Coogan

Calendar

May 1 — May 10

College Park Plans Picnic for Homeless

The College Park campus community, along with the Community for Creative Non-violence, is giving a picnic on May 10 for some of Washington, D.C.'s homeless people. The picnic will take place from 3 to 7 p.m. at the Upper Senate Park on Capitol Hill and will include entertainment from a local band. The campus had "A Day of Giving II" on April 27 to collect money for the food and transportation to and from the picnic. UMCP students were encouraged to contribute \$1 from their meal card, and students, faculty and staff made cash contributions. Donations are still needed, as are volunteers. Anyone wishing to make a donation or to volunteer at the picnic should call Jeff Adler at 454-4297.

1 MON

The Lang-Lewis-Friend Trio will perform the Beethoven Serenade for Flute and Strings (Op. 25), noon, 73204 Mathematics Bldg. Call x6974 for info.

Distinguished Scholar-Teacher Public Lecture: "Thirty Years of Particle Physics: Then and Now," George Snow, 2 p.m., 2203 Art-Sociology Bldg. Call x4508 for info.

Entomology Colloquium: "Modeling a Grapevine-Leafhopper-Parasite System: Implications for Vine Growth and the Effectiveness of Biological Control," David Williams, USDA, 4 p.m., 0200 Symons Hall. Call x3843 for info.

Space Science Panel Discussion: "Particle and Fields Instrumentation; Present Status and Future Needs," 4:30 p.m., 1113 Computer & Space Sciences Bldg. Call x3136 for info.

2 TUE

Zoology Seminar: "Ecphora Whelks: Specialized Predators of Large Thick-shelled Bivalves," Brett Kent, noon, 1208 Zoo/Psych. Bldg. Call x3203 for info.

International Security Studies Lecture: "Ballistic Missile Defense and Western Europe," Ivo Daalder, 12-1:30 p.m., Morrill Hall Student Lounge. Call x4344 for info.

CHPS Symposium: "Policy Questions in New Reproductive Technologies," 1-5 p.m., 1400 Marie Mount Hall. Call x3978 for info.

John J. Kirlin, Inc. Civil Engineering Lecture: "Construction Outlook: 1990 and Beyond," Peter C. Forster, CEO, The George Hyman Construction Company, 6 p.m., 1202 Engineering Bldg. Call x2421 for info.

University Theatre Production: "Working," a musical from the book by Studs Terkel, May 2-6 and 9-13 at 8 p.m., May 7 and 14 at 2 p.m., Rudolph E. Pugliese Theatre, \$8.5 and \$7. Call x2201 for info.

3 WED

Employee Development Seminar: "Career Counseling," speaker TBA, 9 a.m.-noon, 4201 Hornbake Library. Call x4811 for info.

Counseling Center Brown Bag Lectures: "Racial Socialization of Black Students Who Live in Predominantly White Neighborhoods and Attend Predominantly White Schools," Rhonda Jeter and "The Effects of the Declining Sex Ratio Relationships Between Black Men and Women," Sharon Kirkland, noon, 0106 Shoemaker Bldg. Call x2931 for info.

French and Italian Lecture: "1788 ou la Révolution improbable," Francois Moureau, Université de

Bourgogne (Dijon), 3:30 p.m., 3118 Jimenez Hall. Call x4303 for info.

Writers Here and Now Student Reading: participants and programs TBA, 4 p.m., Katherine Anne Porter Room, 3rd Floor, McKeldin Library. Call x2511 for info.

Astronomy Colloquium: "Fueling Activity in Galactic Nuclei," Lars Hernquist, 4 p.m., Computer and Space Science Bldg. Call x6650 for info.

The Indian Creek Woodwind Quintet will perform music by Debussy, Cambini and Lefebvre at 4 p.m. in 1204 Physics Bldg. Call x6874 for info.

Nyumburu Annual Award Banquet: honoring black students who have made contributions to the UMCP community; 6:30 p.m. Colony Ballroom, Stamp Union, call x5774 for info.

University Theatre, "Working," see May 2 for details.

4 THU

Career Development Center Open House, 2-5 p.m., 3121 Hornbake Library, South Wing, refreshments will be served along with tours of the center. RSVP to Theresa Rose Bajt at x2813 for info.

Meteorology Seminar: "Amazon Deforestation: A Coupled Biosphere-Atmosphere GCM Experiment," Carlos Nobre, 3:30 p.m., 2114 Computer & Space Sciences Bldg. Call x2708 for info.

Reliability Engineering Seminar: "Reliability Through Use of Best Manufacturing Practices," Ernest Renner, U.S. Navy, 5:15-6:15 p.m., 2115 Chemical/Nuclear Engineering Bldg. Call x1951 or x1941 for info.

University Theatre, "Working," see May 2 for details.

Collegium Musicum Concert, featuring the works of William Byrd, including the *Sacerdotes Domini, Ave Verum Corpus, The Carman's Whistle* and others, 8 p.m., Tawes Recital Hall. Call x6669 for info.

Greater Washington Solid State Physics Colloquium: "Diffraction Studies of Heterostructures Grown Close to Equilibrium by Molecular Beam Epitaxy," Philip I. Cohen, U. of Minnesota, 8:30 p.m., 1410 Physics Bldg. Call x7039 for info.

5 FRI

Microbiology Research Seminar: "RHS Sequences: A New Multigene Family in *E. coli*," Charles Hill, Hershey Medical Center, 3:30 p.m., 1207 Microbiology Bldg. Call x5502 for info.

Electrophysics Seminar: "Quantum Wire Lasers," K. Kapon, 4-5

p.m., 1207 Laboratory for Energy Research. Call x6852 for info.

University Theatre, "Working," see May 2 for details.

Astronomy Observatory Open House: "On the Early Universe," D. Papadopoulos, 9 p.m., Astronomy Observatory. Call x3001 for info.

6 SAT

Symposium on Sardinian Archaeology, 9 a.m.-5 p.m., 2309 Art/Sociology Bldg. Call x2510 for info.

University Theatre, "Working," see May 2 for details.

The University of Maryland Bands 13th Annual Pops Concert: "An Evening From Yesteryear," featuring a fun-filled, old fashioned band concert setting and refreshments, Grand Ballroom, Stamp Union, \$6 and \$4. Call x6803 for info.

7 SUN

University Theatre, "Working," see May 2 for details.

8 MON

Ticket Deadline for Black Graduating Student Banquet: pick up tickets from Nyumburu Cultural Center for banquet on May 11, 6:30 p.m., Grand Ballroom, Stamp Union. Call x5774 for info.

International Agriculture and Life Sciences Lecture: "New Views on Women in Development," Jean Weidman, noon, 0115 Symons Hall. Call x4607 for info.

Forum on Undergraduate Education: "Community Service and Its Relationship to Undergraduate Education," 1-4 p.m., Stamp Union. Call x6553 for info.

Entomology Colloquium: "Applications of Behavioral Ecology to Pest Management," Ron Prokopy, U. of Massachusetts, 4 p.m., 0200 Symons Hall. Call x3843 for info.

Computer Science Colloquium: "The WM Computer Architecture," William A. Wulf, National Science Foundation, 4 p.m., 0111 Classroom Bldg. Call x4244 for info.

French and Italian Lecture: "Burke's 'obscure provincial advocates,' at the French National Assembly, 1789-91," Edna H. LeMay, École des Hautes Etudes en Sciences Sociales (Paris), 4:30 p.m., 3118 Jimenez Hall. Call x4303 for info.

Zoology Seminar: "Life History Consequences of Behavioral Polymorphism in *Daphnia*," Gary Stirling, noon, 1208 Zoo/Psych. Bldg. Call x3203 for info.

Sculpture Lecture: Jesus Bautista Morales will give a slide presentation/lecture on his work, 3 p.m., West Gallery, Art/Sociology Bldg. Call x0345 for info.

Physics and Astronomy Colloquium: "Gravitational Lenses," Roger Blandford, Harvard Smithsonian Astrophysical Laboratory, 4 p.m., 1410-1412 Physics Bldg. Call x3512 for info.

University Theatre Production: "Working," a musical from the book by Studs Terkel, May 9-13 at 8 p.m., May 14 at 2 p.m., Rudolph E. Pugliese Theatre, \$8.5 and \$7. Call x2201 for info.

10 WED

Counseling Center Brown Bag Lectures: "Shyness: Investigation of a Dynamic Process," Ruth Seidman and "Group Career Counseling for Indecisive and Anxious College Students," Wendy Settle, noon, 0106 Shoemaker Bldg. Call x2931 for info.

Astronomy Colloquium: "Wind Diagnostics of the Putative Black Hole at the Galactic Center,"



FARRISS SAMARRAI

Wanderlust Film: "Portraits of the Great East," 3 p.m. today, 7:30 p.m. tomorrow, Hoff Theater, \$2, \$3 and \$4. Call x4987 for info.

Sigma Alpha Iota Washington Alumnae Concert: "Vienna Through the Ages," featuring violinist Gerald Fishbach, fortepianist Evelyn Garvey, pianist Anne Koscielnny and the Ars Longs String Quartet, performing works by Mozart, Beethoven, Schoenberg and Schubert, 3 p.m., Tawes Recital Hall. Call x6669 for info.

9 TUE

Benefits Orientation for New Faculty and Staff, 10 a.m., 2202 Hornbake Library. Call x6312 for info.

Campus Club Crafts and Collectibles Show, followed by a noon social hour and luncheon, 11:30, Home of Chancellor and Mrs. John Toll, \$10. Call 935-2562 or 277-0288 for info.

Leonid Ozernoy, 4 p.m., 1113 Computer & Space Science Bldg. Call x6650 for info.

University Theatre, "Working," see May 9 for details.

* Admission Charged for this event. All others are free.

Symposium Looks at Sardinian Archaeology

After nearly 10,000 years as host to Romans, Vandals and other peoples, the Mediterranean island of Sardinia is now a popular site for visiting archaeologists. The island, a part of Italy, has emerged in recent years as a central area of research in the study of Mediterranean civilization, says Robert Rowland, chair of the UMCP Department of Classics. For the last two years, archaeologists from UMCP have worked with scholars from Wesleyan University on a joint archaeological

program in Sardinia. Scholars will examine the archaeological history of Sardinia in a conference 9 a.m. to 5 p.m. Sat., May 6, in Room 2309 of the Art/Sociology Building. The speakers will include Rowland and Mark Leone, UMCP associate professor of archaeology. The symposium is sponsored by the University of Maryland's Center for Archaeology with financial support from the Arts and Humanities Research Center and the Graduate School. For more information call 454-2510.

ARTS AT MARYLAND

Fall Festivals Will Introduce Area Teachers To Foreign Cultures

Best known for its programs dealing with Shakespeare, the Center for Renaissance and Baroque Studies will take a global approach to the fine arts next year.

The center will host three festival days during the 1989-90 academic year on "Multicultural Perspectives on the Fine Arts," for some 300 area high school teachers. The festival days, which will highlight African, Japanese and Hispanic culture, are funded with a grant from the Maryland State Humanities Council.

While secondary schools increasingly have enhanced their studies of foreign cultures in recent years, their programs often do not deal with the fine arts, says Susan Jenson, program coordinator.

The festival days are designed to give the teachers new historical and critical insights on the visual arts, dance, music, literature and theatre in foreign cultures. Ideally, these perspectives will be transferred back to area classrooms, Jenson says.

The first festival, "Ritual and Ceremony in African Culture," Sept.

16, will explore the place and meaning of ritual and ceremony in African music, dance, art and drama. The festival will include a trip to the National Museum of African Art in Washington, D.C.

"Japanese Theatre and Society," Nov. 17, will focus on the relationship between Japanese Kabuki theater, Japanese society and the other arts. Thomas Rimer, chair of East Asian and Hebrew Languages and Literatures, and Mark Sandler, assistant professor of art history, will give presentations.

"Contemporary Hispanic Culture," March 23, will focus on contemporary Latin American culture with lectures on Gabriel Garcia Marquez and the relationship between his fiction and Latin American society, as well as lectures and workshops exploring traditions of myth and folklore in Latin American dance and music.

Each festival will begin at 9 a.m. in the Center of Adult Education on the day of the event. ■

—Brian Busek



The Guarneri String Quartet

Artist Scholarship Benefit Concert

Fresh from a concert tour that included Paris, Munich, Berlin, Cologne and the far west cities of Phoenix, Santa Cruz and Portland, Oregon, the Guarneri String Quartet will return to College Park to play the final concert in the 1988-89 Artist Scholarship Benefit Series on Friday, May 12 at 8 p.m. in Tawes Recital Hall. Hailed by *Newsweek* as "one of the world's most elegant chamber ensembles," the super-star quartet are in their sixth year on the University of Maryland faculty. Next season the group will celebrate their twenty-fifth year of playing together with a major concert in Carnegie Hall on March 2. Featured on the program for the May 12 concert is Haydn's Quartet, Op. 74, No. 3, "The Rider," Janacek's Quartet No. 2, "Intimate Letters," and Schubert's Quartet, Op. Posthumous, "Death and the Maiden." Tickets for the performance are \$10 and \$7. Call 454-6663 for information.

Maryland Music Program Presented to Famed NY Club

Kreisler, Rachmaninoff and Horowitz were all members, and distinguished musicians continue to be associated with New York's Bohemian Club, recently the site of a special UMCP double-bill program.

Appearing first on the evening program was music professor Thomas Schumacher, playing a piano recital of

music by Prokofiev and Scriabin and some Bach transcriptions.

Neil Ratliff, head of the Music Library, next made a slide-lecture presentation about the International Piano Archives at Maryland. Assisted by curator Bruce Wilson and librarian Morgan Cundiff, Ratliff demonstrated what can be done with archival

material, showing a film about the late pianist William Kapell that had been put together with resources in the library.

In the audience was Kapell's widow as well as Artur Balsam, another musician who has given materials to the piano archives.

The program was well received, says Ratliff. "Musicians seem to have a new awareness of the importance of saving papers and recorded performances for use by future musicians and scholars." ■

Edgar and Freimuth Examine Efforts to Inform Public About AIDS

Public Service Advertisements (PSAs) that deal with AIDS tend to avoid the viewpoints audiences most need to hear, say two UMCP communication professors.

Vicki Freimuth and Tim Edgar, members of the Department of Communication Arts and Theatre faculty, reached this conclusion after analyzing 127 AIDS-related PSAs gathered from state and local health organizations throughout the country. They, along with coauthors Sharon Hammond and Jennifer Monahan, will deliver a paper on their findings at the International Communication Association convention in San Francisco in May.

"It's not that the ads are poorly produced or that they are saying the wrong thing. It's just that they aren't doing enough; they probably aren't as effective as they could be. The ads tend to be fairly innocuous," Edgar says.

The PSAs would be more useful if they were targeted to specific audiences and more explicitly discussed

AIDS prevention, Freimuth and Edgar say.

In the course of the survey, the researchers found the PSAs used a wide variety of approaches. Some presented testimonials by AIDS victims; others offered advice from celebrities. Some were relatively unrestrained in content and language, with one going so far as to allow spokespersons to use slang descriptions of condoms; in others the word "condom" itself was forbidden.

Generally, however, Freimuth and Edgar found that the ads were aimed at a broad public — as opposed to being targeted to minority or risk groups — and that the ads avoided discussion of specific methods of AIDS prevention.

"The messages were watered-down and general. (The main purpose) of many of the ads was to provide a phone number where a person could call to get more information," Edgar says.

While providing information about AIDS is important, it is not the most

pressing need in health communication about the disease, Edgar says. Other studies have shown that the public generally has a good idea of what AIDS is, but this knowledge does not necessarily lead people to protect themselves against the disease. What the public needs is messages that motivate changes in behavior, he says.

In communications about AIDS one of most difficult challenges is developing messages that lead people to overcome barriers that discourage AIDS prevention. In other work on AIDS, Freimuth and Edgar have found that people often don't practice safe sex because they feel uncertain about how to raise the issue of condoms with their partner.

Freimuth and Edgar found that only five of the spots dealt with interpersonal communication.

PSAs generally are most effective when they use spokespersons with whom members of a specific target audience can easily identify, Freimuth and Edgar say.

Viewing the ads to see whether they were designed to appeal to specific minority or high risk groups, Freimuth and Edgar found less than 30 percent of the ads targeted specific groups.

While generally finding the PSAs less informative than they could be, Freimuth and Edgar found several examples of ads addressing their concerns. One ad campaign in Seattle both appealed to target audiences and involved characters that discussed the use of condoms.

The ads were broadcast in two versions, identical except that one featured a heterosexual couple and another featured a homosexual couple. In the ads the couples are playing Scrabble and one player lays the word "condom" on the board. This leads to a discussion about the use of condoms.

"Interestingly, Seattle is often looked to as a model for this type of advertising. (In the study) they seemed to address the issues we think need to be addressed," Edgar says. ■

—Brian Busek

UMCP Sets Up Cold Fusion Experiment

The Laboratory for Plasma Research in the Dept. of Physics and Astronomy has set up an experiment to study cold fusion by means of plasmachemistry as opposed to electrochemistry, the method of recent fusion experiments. According to Fred Skiff, assistant professor of physics, the experiment uses ionized gas rather than heavy water. "In order to better understand what might be occurring in the recent cold fusion experiments, we are looking at this in a different context," Skiff says.

CLOSE UP

An Apple A Day May Keep The Doctor Away, But Who'll Pay For It?

Growing up in the housing projects of San Francisco, Melanie Njeri Jackson experienced the frustration of being denied health care, not only because her family couldn't pay for it, but also because their definition of health didn't match the American Medical Association's.

When she was 14, she had a niece who suffered from osteoporosis or "brittle bones" disease. Her family sought medical attention for the girl, but were told nothing could be done for her. She was in and out of hospitals, even given psychiatric treatment, but she was never healed.

"I began to wonder," says Jackson. "Was there something wrong with our diet or lifestyle? Was it the doctors' fault? Or was it the health care system itself?"

Provoked, Jackson read everything she could find on osteoporosis and discovered that some herbal and home remedies were known to help. But such remedies, because they are considered quackery, were not covered by insurance. "That's when I began to understand the political and economic aspects of health care," says Jackson.

As a result of this and other experiences, Jackson became politically active during 1968-71 when she attended the University of California at Berkeley. "I can't imagine how anyone could not be involved at that time," she says.

She became active in the Women's Movement of the 70s, which she credits as one of the factors in the push for quality health care in the U.S. "Men tend to focus less on health care issues," she says. "But this is a big concern of women, who are the primary health consumers."

Eventually, her concerns about health care and her political activism merged with her educational pursuits. In 1976, she received a B.A. in political science from Georgia State University. In 1982, she earned her M.A. and five years later, her Ph.D., both in political science from Atlanta University.

For her dissertation, she wrote about health policy planning legislation and regulation in the state of Georgia. "I'm interested in how political power and processes play a role in the health care system," says Jackson. "Legislation and regulation determine what kinds of medical attention will get funded."

At the heart of Jackson's research is the definition of what constitutes health. Today, most health care policy is geared toward allopathic medicine in which the doctor aims to combat disease by use of remedies that produce effects different from those produced by the disease itself. By contrast, naturopathic medicine—which emphasizes natural remedies such as herbs, vitamins and salts—is not covered by most health insurance, in large part because the government

follows the American Medical Association's allopathic theory of medicine.

Similarly, homeopathic medicine—which treats disease by the administration of minute doses of a remedy that would, in healthy persons, produce symptoms of that disease—is not covered by most health insurance.

"The problem," says Jackson, "is that when people can't pay for an allopathic doctor's services or find the treatment ineffective, other alternatives are not recognized and thus, are not covered by most health insurance, medicare or medicaid."

Jackson, who is an associate professor at Southern University in Baton Rouge, Louisiana is also involved in minority honors education. She is the director of the Honors College at Southern University, and an active member in several professional organizations including the Louisiana, Southern Regional and National

Honors Councils.

She is also the first Postdoctoral Fellow in Public Policy and the Black Community run by the Afro-American Studies Program here at College Park (see side-bar).

In addition to continuing her research, Jackson's goal for the fellowship is to enhance her quantitative, analytic and computer skills. "I will also get a chance to network with some people in the field," says Jackson, who is here with her 11 year-old daughter, Tayari Jones, until December.

Her other daughter, Malaika Finney, is a freshman drama and theater major at Howard University. To her mother's delight, Malaika was one of the student protestors during the recent demonstration at Howard. "It's nice to see the activist spirit continue," says Jackson. ■

—John Fritz

Afro-American Studies Wins Rockefeller Grant for Post-Doctoral Fellowship

Melanie Njeri Jackson came to the College Park campus by way of a \$300,000 Rockefeller Foundation grant supporting the Post-Doctoral Program in Public Policy and the Black Community.

According to Samuel Myers, Director of the Afro-American Studies Program and author of the proposal, the grant is unique in that it fits in with the department's larger objective to combine a cultural awareness of the black community with quantitative and analytical skills.

"Most black studies programs in the U.S. either focus on black culture and history or on contemporary problems in minority communities," explains Myers. "We're trying to increase the number of researchers and policy analysts who can do both."

Intended primarily for faculty at historically black colleges and universities, the program offers the opportunity for scholars in the social sciences to develop and apply policy analysis skills to pressing problems confronting black America.

Fellows will serve one-year terms, beginning in the fall, winter or spring terms, and will work closely with senior faculty in economics, public policy and related fields on current projects housed at the Afro-American Studies Program. These include studies of the impacts of government transfers on poverty and black family structure; the effects of job training programs on black entrepreneurship development; and the role of crime and drugs in the black community.

Drawing on her expertise as director of the Honors College at Southern University, Jackson will present a



Samuel Myers, Director of the Afro-American Studies Program.

seminar on "Honors Education and Minority Students," May 10, from 12 to 2 p.m. in room 2118 of the Lee Building.

As a self-proclaimed "child of the sixties," Jackson admits to being a little uncomfortable with her position of authority as an administrator at Southern University. "I imagine some would consider me an odd person to be directing an honors program," referring to her political activism. "But I think honors students should be critical thinkers who challenge accepted notions of truth."

One person who doesn't challenge Jackson's authority on honors education or political science is Myers. "We are pleased that a scholar of Dr. Jackson's stature is our first fellow," says Myers. "She is taking advantage of this time for professional growth and setting a high standard for those who follow her." ■

—John Fritz



Melanie Njeri Jackson is the first Post-Doctoral Fellow in Public Policy and the Black Community.

AL DANEGGER

AL DANEGGER

Horowitz Studies Health Risk Perception

John Horowitz, assistant professor of agricultural and resource economics at UMCP, and Richard Carson of the Department of Economics at the University of California, San Diego currently are involved in a year-long joint project to study the economic implications of health risk perception. Many individuals express fears or misgivings about risks from radon exposure, pesticide contamination of food or water and nuclear power, for example. How do these feelings affect economic behavior? How do we use these feelings in economic planning? The project is sponsored by the U.S. Environmental Protection Agency.

COLLEGE PARK PEOPLE

Maryland Emeritus Club Strengthens Ties of 50-year-Plus Alumni, Emeriti Professors

Some of them had not seen each other in 50 years. When they did finally come face to face with each other again, for many of them it was as if time had stood still.

The bond was still there.

And as a result of that bond, UMCP graduates of 50 years or more have recently come together to form the Maryland Emeritus Club.

"Most people can't even comprehend 50 years," says Robert Kent, Class of 1934, with a soft chuckle. "But when you do run into someone you haven't seen in all that time, you just start reminiscing ... 'How about the night we did so and so?' or 'What ever happened to that little girl you used to chase after?'"

The idea of the club, which is informally structured and open to any graduate of 50 years or more and any UMCP professor who has been granted emeritus status, began with the 50th reunion planning committees who, following the classes' reunions, would continue to have lunch together on the campus on an informal basis.

"We decided it was time to create a formal organization and to give everyone an opportunity to join," says Patty Jantho, associate director in the Office of Alumni Programs.

As part of this year's activities, the club, which usually meets for a luncheon activity twice a year, will be embarking on a luncheon cruise of the Baltimore Inner Harbor on May 3.

"With a few exceptions, the majority of the senior alumni who have become involved with the Maryland Emeritus Club represent classes from approximately 1932 to 1939," says Jantho. "They have a great love for the university, concern for its welfare and represent a broad cross section of vocational and avocational interests."

Kent understands the bond. He refers to himself and the others as "survivors."

"Most of us were in school during the depths of the Depression," says Kent. "Those were rough times, and we went through a lot. But we also had a hell of a good time. We're survivors."

Following his graduation in 1934, Kent went on to become a successful mechanical contractor and consultant. But in an instant he can recall life as a college student—the good and bad times, such as working for 30 cents an hour.

"Fifty years later we're going to talk about all those hard times on a cruise," he says, smiling at the irony of it all.

Edna Devereux and her identical twin sister Edith Whiteford both graduated from the university in 1929.

"I found the idea of the club interesting to me right away," says Devereux.

She remembers fondly a smaller, more close-knit campus of the late 1920s.

"You knew everybody and everybody knew you," she says. "You knew the faculty, and the faculty knew you. There was a great bond there."

Paul Poffenberger is both a UMCP alumnus and an emeritus professor. He feels that the Emeritus Club is long overdue.

"I think this is a good move," says Poffenberger, who was an associate dean of the College of Agriculture for 25 years.

He admits that prior to his 50th year reunion he didn't keep in touch with many former classmates.

"But after the reunion, I had more contact," he says.

Husband and wife, Joseph and Ruth Mathias are both graduates from the university. Joseph is a member of the Class of '35, while Ruth belongs to the Class of '36.

Both are looking forward to the cruise and seeing former classmates.



Robert Kent and Patty Jantho

Ruth Mathias says that she likes the idea of combining the various classes into one group.

"My husband was a year ahead of me, so I knew a lot of people in his class, and he knew people in my class," she says.

"We enjoyed going to Maryland,"

says Kent of himself and his fellow alumni. "I think we all enjoyed our time here and the friends we made. Consequently, coming back is not a chore, but a real pleasure."

For more information on the Maryland Emeritus Club call 454-2983. ■

—Lisa Gregory

Journalism Graduate Student Wins National Book Prize

Christopher Simpson, a graduate student in Journalism, was one of three winners in the book category for 1988 writing awards given by the Investigative Reporters and Editors association. Simpson's book, *Blowback: America's Recruitment of Nazis and Its Effect on the Cold War*, was named, along with *A Bright Shining Lie* by Neil Sheehan and *Secret Warriors: Inside the Covert Military Operations of the Reagan Era* by Steve Emerson.

Simpson was also research director and assistant director for *Hotel Terminus: the Life and Times of Klaus Barbie*. The film, directed by Marcel

Ophuls, won a 1989 Academy Award in the documentary category.

"Chris Simpson is one of our very brightest graduate students," says Mark Levy, professor of journalism. "Beyond that, though, he has developed into a highly regarded investigative journalist and an expert on Freedom of Information issues."

Simpson, 36, has served as a consultant to CBS-TV's *Sixty Minutes* and to the Canadian Broadcasting Company's investigative program, *The Journal*. His essays have appeared in four books and in dozens of major newspapers and magazines. ■

Business and Finance Service Units Recognize Outstanding Employees



From left: Mary Heath, Naga Kodali, Blair Blankinship, Theresa Hart, Rao Hanumara, Sue Morrison, Kathy Soucy, Kelly Ryan and, kneeling, John D. Lawrence

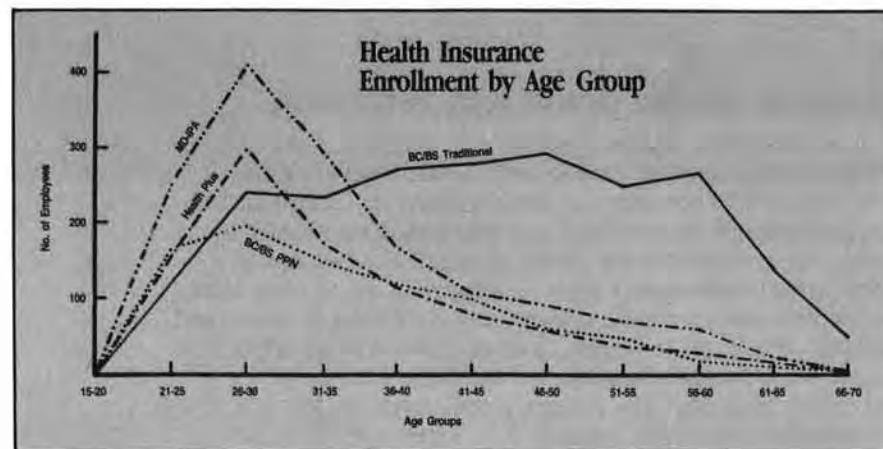
Campus finance and business service units recognized nine outstanding employees during an awards ceremony and luncheon recently. The award winning employees were selected by their peers for their contributions in the categories of effectiveness, internal support, and service to their clientele.

John Lawrence of the Bursar's office was voted the Business and Finance Employee of the Year. Other outstanding employees were: **Sue Morrison** from the Office of the Comptroller, **Theresa Hart** from Procurement and Supply, **Naga Kodali**, Bursar, **Mary Heath**, Comptroller, **Blair Blankinship**, P&S, **Rao Hanumara**, Bursar, **Kathy Soucy**,

Comptroller, and **Kelly Ryan**, P&S.

Awards were presented by the directors of the three departments—Jim Randle, Bursar, John Kruczek, Comptroller, Ron Jones, P&S—and by Assistant Vice President Sam Lawrence. The event was organized by an employee committee led by Bill Hartline, P&S, who had been the 1988 Employee of the Year.

During remarks at the awards ceremony UMCP President William E. Kirwan said that an excellent staff, along with superior faculty and students, help make the University of Maryland great. He also noted that the need to reform the current classified personnel system is a top priority. ■



Straight Talk About Employee Health Insurance Plans

With some health insurance premiums rising fast and some plans changing benefits, there have been many questions raised about what is happening with health insurance plans for university employees. Last fall, the Campus Senate asked its Campus Affairs Committee to look into the health insurance plans, particularly the Blue Cross/Blue Shield plans. We recently talked with Gerald Miller (Chemistry and Biochemistry), who chaired the Campus Affairs Committee this year.

■ ■ ■

Did many employees switch plans during the open enrollment period last fall? Yes. The old Blue Cross/Blue Shield (BC/BS) "High Option" and "Standard Option" plans together had 2,722 UMCP subscribers in 1988, 42% of all our employees in a state health insurance plan. In 1989 these BC/BS plans were replaced with the BC/BS "Traditional" and "Comprehensive" plans and the enrollment dropped to 33% of our employees. Together these new plans have 2,198 subscribers (almost all in the more expensive Traditional plan.) The other big changes in enrollment were:

	1988	1989
MD-IPA	8%	21%
Health Plus	18%	24%
BC/BS PPN	10%	12%

The BC/BS Preferred Provider Network (PPN) only gained a few who left the regular BC/BS plans.

How many health insurance plans are available to university employees? Fifteen. Three are state-wide BC/BS plans. These are really self-funded state plans, where the state is liable for the costs incurred. BC/BS administers them under contract. The other twelve plans are health maintenance organizations (HMOs). These provide service in restricted geographical areas.

Why did so many employees leave the regular BC/BS plans?

The complaints our committee members heard centered on higher employee deductions for the 1989 Traditional plan and on the experience of BC/BS not paying a sizeable part of their doctor's bill, leaving them to pay the difference.

How does BC/BS determine what it pays doctors? BC/BS says it considers the actual bill from the doctor, that doctor's average fee for the treatment, and an amount calculated on fees for that treatment across the entire state. BC/BS pays the lowest of the three amounts, but won't disclose anything but the doctor's actual bill. If the doctor is a BC/BS Participating Physician, the doctor accepts the BC/BS payment as payment-in-full. If the doctor is not a Participating Physician, the patient is billed the difference between the actual bill and what BC/BS pays. The problems in

Prince George's and Montgomery counties are the high cost of medical care and the low percentage of doctors who participate in the BC/BS plans. BC/BS plans once used a "community charge," rather than a "state-wide charge," in computing its payment; then employees in high cost areas were not penalized as they are now. We recently asked the State Department of Personnel for data on BC/BS payments in each county so that we can determine just how serious this problem is.

Some of my neighbors don't seem to have the same problems with BC/BS on medical expense claims that I've had. Why? Not all BC/BS plans are the same. Federal employees participate in a D.C. BC/BS plan. That Family High Option plan costs a total of \$594.21 per month (\$215.54 from the employing federal agency, \$378.67 deducted from the employee's paycheck). In contrast, our Maryland BC/BS Traditional Family plan costs \$335.43 per month (\$218.58 from the state, \$116.85 from our employee's paycheck). Many more physicians in our area participate in the D.C. BC/BS plan because it pays them more (and it can pay them more because the employee pays a higher premium).

But why are the premiums for our BC/BS Traditional plans so much higher than those of the other state health plans? Part of the reason is that this plan is more flexible than the HMOs, offering a much greater choice of physicians. But also the average employee in the Traditional plan is older than employees in the other plans. The adjacent chart shows the number of employees in each of the biggest plans by age group. The most noticeable difference is that the BC/BS Traditional plan has about the same number of enrolled subscribers in each age category from 26 to 60. With the exception of Group Health Association, which also has a broad age distribution, the enrollees in all of the other plans are concentrated in the younger age brackets. While having children is a common medical expense in the younger age groups, the illnesses common in the older age groups are often more serious and more expensive. While only 17% of the employees in the 26-30 age bracket are enrolled in the BC/BS Traditional plan, 56% of the employees in the 56-60 age bracket are in this plan. The HMOs are providing health care to younger people who require less expensive treatment.

Are the state subsidies the same for all health plans? No. The state provides higher subsidies for the BC/BS Preferred Provider Network (PPN) plan. For the PPN plan, the state pays 90% of the total premium and the employee pays 10%. For the other plans, the state pays 85% of the average premium of the other 14 plans. Depending upon coverage, the PPN plan is either the second or third

most expensive, so the state pays more money per employee for the PPN plan. The actual monthly subsidies for 1989 are the following:

Coverage	PPN	All Others
Employee	106.99	87.48
Emp/child	191.14	160.14
Emp/spouse	223.14	185.19
Emp/family	265.47	218.58

(The subsidy for some coverages varies by a few cents per month; some Baltimore Kaiser subsidies are reduced because the total premiums are less than these state subsidies.)

Why does the state pay so much more for the BC/BS PPN plan than for all the others? The State Department of Personnel told us that this was done at the request of the State Legislature.

Does the BC/BS PPN plan offer a choice of physicians the way the Traditional and Comprehensive BC/BS plans do? It offers some choice, but a limited choice. In the Washington suburbs, the choice is very restricted in many specialties. For example, although Baltimore City, Prince George's County and Montgomery County are about equal in population, 41% of the urologists that participate in the BC/BS PPN plan are in Baltimore City, 8% are in Prince George's County and 5% are in Montgomery County.

Does the state really pay for 85% of the cost of the other health insurance plans? No. The state averages all the premiums for a particular coverage and sets the subsidy at 85% of that average. But we have over 2100 employees in the BC/BS Traditional plan, the most expensive plan, and only 17 in the Chesapeake plan, one of the least expensive plans, yet all plan premiums are weighted equally in determining the average. The state is actually paying about 78% of the total premiums of UMCP employees in these 14 plans.

Is there some simple advice you can give College Park employees about their future choices of a health insurance plan?

Not really. Each employee's family and medical situations are different. Subscribers should carefully review the available plans each fall, looking for changes in their current plan as well as at what the competitive plans offer. Where the need for specific medical care is known in advance, such as childbirth, it is worth checking those benefits carefully. The HMOs are structured much differently than the BC/BS Traditional and Comprehensive plans and so are the benefits. One has to recognize that there is the tradeoff between having a large fraction of your medical costs paid for and having a large choice in doctors.

Can the Campus Affairs Committee help solve some of the problems? We are trying, but many of the issues we face are part of a much larger problem, the rapid rise of medical costs nationwide. The committee is helping by providing information that has not been readily available. And we are asking the Campus Senate's Ad Hoc Committee on Legislative Affairs to arrange meetings with local delegates and senators to tell them about our problems with health insurance. These problems include: the relatively low participation in the three Maryland BC/BS plans by local physicians; the amounts that our employees have to pay that BC/BS doesn't cover; the secrecy of BC/BS payment scales that inhibits intelligent planning and use of Pre-Tax Reimbursement Accounts; the inequity in providing some employees a greater subsidy than others choosing the same dependent coverage; and basing the state subsidies on nonsensical averages of popular plans and unpopular plans instead of on the true costs of employee health insurance. ■

AAUP Lifts Censure On UM

The new appointment, promotion and tenure policy approved by the Board of Regents has had more than one important benefit to the university. Not only did it result in a consistent policy for all eleven campuses of the university, but, as a side effect, it caused the lifting of a ten-year censure imposed on the university by the American Association of University Professors (AAUP).

The censure was placed on UM as a result of the controversy surrounding the decision to hire government and politics professor Bertell Ollman as chair of the department in 1978. Then-President John Toll turned down the appointment, stating that there were other more qualified applicants.

The case went to court, and in 1981 the university was cleared when a federal court judge ruled that the

university had not discriminated against Ollman by turning down the appointment.

However, the case highlighted UM's appointment, promotion and tenure policies and led to the AAUP censure.

The new policy approved by the regents specifies a number of standards for appointment, promotion and tenure that are in agreement with AAUP guidelines and include a faculty member's right to receive reasons why promotion or tenure was denied.

"The university is committed to the principles of AAUP, and though the censure may not have had a significant negative impact, it did have a symbolic effect. We are pleased that AAUP has voted to remove the censure," says UMCP President William E. Kirwan. ■